Student Impact Rating
District DDM Implementation Plan - June 2014

By June 1, 2014 all districts and Race to the Top charter schools must submit the list of District-Determined Measures (DDMs) that will be implemented during the 2014-15 school year.

District Name:	Auburn Public Schools		
District DDM Contact:	Maryellen Brunelle, Ed.D.	**Role:**	Superintendent of Schools
Email Address:	mbrunelle@auburn.k12.ma.us	**Telephone Number:**	508-832-7755
DDM Implementation Readiness:	Seeking an Extension for Some Grades/Subjects		

Has the district reached a ratified contract agreement with respect to DDMs and Student Impact Ratings?	Yes
If yes, please enter the date of ratification:	05/25/12

Since March of 2012, an Educator Evaluation Team has been working, with this team consisting of administrators and teacher representatives from across the grades and curriculum areas. In a recent meeting with the teachers' union leadership, we agreed that our orignial MOA applied to all facets of the educator evaluation system - including DDMs. Our communications are ongoing, collegial and collaborative. We respectfully request the ability to review these again in the fall and throughout the upcoming school year, making adjustments that we, the APS Team, believe will further our commitment to supporting our students in their achievement and our teachers in their capacity to challenge and support our students to reach their full potential.

Extension Requests: Districts may request a one-year extension of the time to implement DDMs for specific grades/subjects or courses for which DDMs have not yet been identified. Please click on the **blue Extension Request tab** below to fill out the Extension Request form.

Instructions: *Complete the tables in the tabs below labeled Teachers, CVTE Teachers, SISPs, and Administrators to indicate the DDMs your district will be implementing during the 2014-15 school year. Each unique DDM should be entered only once, even if multiple groups of educators will be using a single DDM. Enter only one DDM per row. Educators' names are not to be entered in this plan. If your district does not employ CVTE teachers, leave that tab blank. As a reminder, all educators working in positions that require ESE licenses must be matched with at least two measures of student learning, growth, or achivement. Completed plans must be emailed to* ***EducatorEvaluation@doe.mass.edu*** *no later than June 1, 2014.*

Please note: a red marker in the upper-right corner of a cell signals additional instructions for completing the template. Move your cursor over the cell to see these instructions.

Glossary

DDM Sources	
District-developed	A DDM developed by educators in the district. May include DDMs developed completely from scratch or those modified from existing assessments.
Commercial	A DDM that is comprised of commercial assessment product.
Open-source	A DDM that is comprised of an assessment made freely available by another district, state, or other entity.

Types of Assessments	
Paper/Pencil (On-Demand)	An assessment that takes place at a predetermined time and place, usually under standard conditions for all students being assessed. Examples include the SAT, district and state tests, and most in-class unit tests and final exams.
Performance/Project	An assessment based on observations of behaviors or based on work performed on a complex activity.
Writing Prompt/Essay	An assessment that requires students to produce a written composition on an assigned topic or in response to a particular prompt. Writing assessments often set prescribed lengths for student responses and are scored using a rubric.
Portfolio	A purposeful and systematic collection of student work that often includes: student participation in the selection of portfolio content, criteria for selection aligned to standards and grade-level expectations through
Hybrid	An assessment that combines two or more types of assessments - usually a paper-and-pencil or online test coupled with a performance, portfolio, or project assessment.
Indirect	Indirect measures do not measure student growth in a specific content area or domain of social-emotional or behavioral learning but do measure the consequences of that learning. (e.g., changes in: promotion and graduation rates, attendance and tardiness rates, rigorous course-taking pattern rates, college course matriculation and course remediation rates, discipline referral and other behavior rates, and other measures of student engagement and progress).
Other	Use this answer choice in the rare instance where none of the above labels are applicable for the potential DDM.

DDMs for Administrators

	DDM Name - *If the DDM is unnamed, indicate the primary skills or knowledge assessed - see example below -*	DDM Source - *see Glossary tab for details -*	School Level	Role	Functional Title *(if not found in column F)*	Type of Assessment *- see Glossary tab for details -*	# of Educators Using the DDM	Comments
Ex.	Aggregated DDM results from grade 10 and 11 math courses	District-developed	High School	Principal		Paper/Pencil (On-Demand)	2	
2	DRA Growth Data	Commercial	Elementary School	Principal		Indirect Measure	3-5	Elementary Principals
3	Growth in number grid proficiency	District-developed	Other	Principal		Indirect Measure	2	Primary School Principals
4	Growth in writing prompt data	District-developed	Other	Principal		Indirect Measure	2	Intermediate School Principals
5	Change in Aggregated Attendance Rates	District-developed	Multiple Levels	Multiple Roles		Indirect Measure	2	Middle and High School Principals and Vice Principals
6	Aggregated ORQ data across all subjects	District-developed	Multiple Levels	Principal		Indirect Measure	2	Middle and High School Principals
7	Monitoring of discipline referrals and resolutions	District-developed	Multiple Levels	Vice Principal		Indirect Measure	2	Middle School and High School Vice Principals
8	Change in Student Participation Rates in Athletics, Clubs and Activities	District-developed	High School	Supervisor/Director/Coordinator		Indirect Measure	1	Director of Athletics, Health and Physical Education
	Monitoring of Student Participation in Community Service	District-developed	High School	Supervisor/Director/Coordinator		Indirect Measure	1	Director of Athletics, Health and Physical Education
9	Integration of iPads to impact student learning	District-developed	Multiple Levels	Supervisor/Director/Coordinator		Indirect Measure	1	Director of Technology
10	Monitoring of Connectivity to allow full integration of technology across the district to positively impact student learning	District-developed	Multiple Levels	Supervisor/Director/Coordinator		Indirect Measure	1	Director of Technology
11	Monitoring of special education evaluations by Team Chairpersons and School Psychologists for Quality Control	District-developed	Multiple Levels	District Special Education Admin.		Indirect Measure	1	Leading a team of Team Chairperson and School Psychologists in a critical review of each other's work
12	Monitoring of Speech and Language Services for Quality Control	District-developed	Multiple Levels	District Special Education Admin.		Indirect Measure	1	Leading a team of Speech-Language Pathologists in a critical review of each other's work
13	Monitoring of Implementation of new math materials to support curriculum	District-developed	Multiple Levels	Asst. Superintendent		Indirect Measure	1	
14	Attendance and contributions at district data meetings to positively impact student achievement	District-developed	Multiple Levels	Asst. Superintendent		Indirect Measure	1	
15	MCAS or PARCC asssessment data and growth	Other	Multiple Levels	Superintendent		Other	1	Improvement of Auburn's results in state-sponsored assessment data
16	Coordination of the Implementation of Leadership Team Initiatives to positively impact student learning and school culture	Other	Multiple Levels	Superintendent		Indirect Measure	1	To include iPad integration, data team meetings, curriculum alignment and Strategic Plan goals and initiatives
17								
18								

DDMs for Teachers

		DDM Name - If the DDM is unnamed, indicate the primary skills or knowledge assessed - see example below -	DDM Source - see Glossary tab for details -	Grade Span	Subject Area	Type of Assessment - see Glossary tab for details -	# of Educators Using the DDM	Comments
District	Ex.	District-Developed common writing assessment focused on academic vocabulary and writing to text.	District-developed	Grades 9-12	ELA	Writing Prompt/Essay/Rubric	11-20	
	1							
	2	DRA 2 Assessment	Commercial	Multiple Grade Spans	ELA	Performance/Project	21-40	Utilized by Teachers of Grades K through 3, along with Reading Specialists and pertinent special educators
	3	District-Developed Open Response Questions administered in fall and spring	District-developed	Multiple Grade Spans	ELA	Paper/Pencil (On-Demand)	11-20	Utilizied by Teachers of Grades 4 and 5 to include Reading Specialists and pertienet special educators
		DIBELs Data	Commercial	Multiple Grade Spans	ELA	Performance/Project	3-5	Reading Specialists at Grades K-3
		Literacy-Based MCAS Data	Other	Multiple Grade Spans	ELA	Other	3-5	Reading Specialists at Grades 4-8
	4	District-Developed common assessment to include pre- and post-testing	District-developed	Multiple Grade Spans	Math	Paper/Pencil (On-Demand)	more than 40	Utilized by Teachers of Grades K through 5 to include pertinent special educators
	5	District-Developed common assessment to include pre- and post-testing	District-developed	Grades 6-8	ELA	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	6	District-Developed Open Response Questions administered in November and February	District-developed	Grades 6-8	ELA	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	7	District-Developed common assessment to include pre- and post-testing	District-developed	Grades 6-8	Math	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	8	District-Developed Open Response Questions administered in November and February	District-developed	Grades 6-8	Math	Writing Prompt/Essay	6-10	includes special educators for pertinent students

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	9	District-Developed common assessment to include pre- and post-testing	District-developed	Grades 6-8	History and Social Studies	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	10	District-Developed Open Response Questions administered in November and February	District-developed	Grades 6-8	History and Social Studies	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	11	District-Developed common assessment to include pre- and post-testing	District-developed	Grades 6-8	Science and Technology	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	12	District-Developed Open Response Questions administered in November and February	District-developed	Grades 6-8	Science and Technology	Writing Prompt/Essay	6-10	includes special educators for pertinent students
		Science/Technology MCAS	Other	Grades 6-8	Science and Technology	Other	2	Middle School Ed Tech Teachers - assessment data on state-sponsored assessments
		District-Developed common assessment to include pre- and post-testing	District-developed	Grades 6-8	Science and Technology	Writing Prompt/Essay	2	Middle School Ed Tech Teachers
		District-Developed common assessment to include pre- and post-testing	District-developed	Multiple Grade Spans	Foreign Language	Paper/Pencil (On-Demand)	3-5	Utilized by teachers of grades 7-8- foreign language not taught at grade 6
	13	District-Developed Open Response Questions administered in November and February	District-developed	Multiple Grade Spans	Foreign Language	Writing Prompt/Essay	3-5	Utilized by teachers of grades 7 and 8 - foreign language not offered in grade 6
	14	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	ELA	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	15	District-Developed Open Response Questions administered at beginning and end of each course	District-developed	Grades 9-12	ELA	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	16	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	Math	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	17	District-Developed Open Response Quesetions administered at beginning and end of each course	District-developed	Grades 9-12	Math	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	18	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	History and Social Studies	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students

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	19	District-Developed Open Response Questions administered at beginning and end of each course	District-developed	Grades 9-12	History and Social Studies	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	20	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	Science and Technology	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	21	District-Developed Open Response Questions administered at beginning and end of each course	District-developed	Grades 9-12	Science and Technology	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	22	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	Foreign Language	Paper/Pencil (On-Demand)	6-10	includes special educators for pertinent students
	23	District-Developed Open Response Questions administered at beginning and end of each course	District-developed	Grades 9-12	Foreign Language	Writing Prompt/Essay	6-10	includes special educators for pertinent students
	24	District-Developed Critical Reading of Dense Texts with pre- and post-assessments	District-developed	Grades 9-12	Other	Paper/Pencil (On-Demand)	3-5	Ed Tech, to include Technology Classes and Video Production
	25	District-Developed pre- and post-assessments for each course	District-developed	Grades 9-12	Other	Paper/Pencil (On-Demand)	3-5	Ed Tech, to include Technology Classes and Video Production
	26	Measuring students' growth in musical composition	District-developed	Multiple Grade Spans	Arts	Performance/Project	3-5	Elementary music teachers
	27	Measuring students' growth in beat, tone, tempo and melodic direction	District-developed	Multiple Grade Spans	Arts	Performance/Project	3-5	Elementary music teachers
		Pre- and post-assessments in either general musicianship, musical knowledge and/or musical performance, based on level and concepts taught	District-developed	Multiple Grade Spans	Arts	Performance/Project	3-5	Middle and High School Music and Band teachers
		Measure musical growth based on concert performances	District-developed	Multiple Grade Spans	Arts	Performance/Project	3-5	Middle and High School Music and Band teachers
	28	Measuring students' recognition of master artists	District-developed	Multiple Grade Spans	Arts	Paper/Pencil (On-Demand)	1	Elementary Art teacher
		Measuring growth in attention to detail and neatness	District-developed	Multiple Grade Spans	Arts	Performance/Project	1	Elementary Art teacher
		District Review of select art pieces, culminating in art show	District-developed	Multiple Grade Spans	Arts	Performance/Project	3-5	All Art Teachers

		Pre- and post- assessments on either design skills, craftsmanship, or knowledge acquisition, depending on concepts being taught	District-developed	Multiple Grade Spans	Arts	Performance/Project	2	Middle and High School Art Teachers
		Practice and apply the following 8 studio habits by producing written and oral responses and visual works of art using varied media: observe, envision, engage, explore and experiment, develop skills, express and communicate ideas, understand concepts, and reflect	District-developed	Multiple Grade Spans	Arts	Performance/Project	2	Middle and High School Art Teachers
	30	Physical Best - upper body strength pre- and post- assessments	District-developed	Multiple Grade Spans	Comprehensive Health (incl. PE)	Performance/Project	2	Elementary PE teachers
	31	Growth in running the mile	District-developed	Multiple Grade Spans	Comprehensive Health (incl. PE)	Performance/Project	2	Elementary PE teachers
	32	Pedometer Walk-a-bout pre- and post-assessments	District-developed	Grades 6-8	Comprehensive Health (incl. PE)	Performance/Project	2	
	33	Fitness Gram pre- and post-assessment	District-developed	Multiple Grade Spans	Comprehensive Health (incl. PE)	Performance/Project	6-10	Middle and High School
	34	Student-Developed Presentation recognizing the value of physical activity beyond the school day, with evidence	District-developed	Grades 9-12	Comprehensive Health (incl. PE)	Performance/Project	3-5	

DDMs for Specialized Instructional Support Personnel (SISP) Educators

	DDM Name - *If the DDM is unnamed, indicate the primary skills or knowledge assessed - see example below -*	DDM Source - *see Glossary tab for details -*	School Level	Role	Type of Assessment *- see Glossary tab for details -*	# of Educators Using the DDM	Comments
Ex.	Change in amount of time it takes for students to return to class	District-developed	High School	School Nurse	Indirect Measure	2	
1							
2	Change in SWIS CHICO data based on interventions	District-developed	Elementary School	Guidance Counselor	Indirect Measure	3-5	
3	Change in attendance and tardy data as a result of team-based interventions and communications	District-developed	Multiple Levels	Guidance Counselor	Indirect Measure	6-10	All District Guidance Counselors
4	Change in College/Career Survey Data from October and May	District-developed	Multiple Levels	Guidance Counselor	Indirect Measure	6-10	Middle and High School levels
5	Measure of students enrolling in post-secondary education	District-developed	High School	Guidance Counselor	Indirect Measure	3-5	
6	Change in amount of time it takes for students to return to class	District-developed	Multiple Levels	School Nurse	Indirect Measure	6-10	All School Nurses
7	Change in attendance and tardy data as a result of team-based interventions and communications	District-developed	Multiple Levels	School Nurse	Indirect Measure	6-10	All School Nurses
8	Use of progress monitoring data for targeted improvement	District-developed	Multiple Levels	School Psychologist	Indirect Measure	2	
9	Review and evaluation of psychological testing reports by Director of Pupil Services and School Psychologists	District-developed	Multiple Levels	School Psychologist	Indirect Measure	2	
10	Review and evaluation of communication disorder testing reports by Director of Pupil Services and Speech-Language Pathologists	District-developed	Multiple Levels	Speech-Language Pathologist	Indirect Measure	3-5	
11	Progress monitoring data collection and analysis	District-developed	Multiple Levels	Speech-Language Pathologist	Indirect Measure	3-5	
12	Review of change in amount of services that are provided in the naturally occurring contexts of the school day	District-developed	Multiple Levels	OT	Indirect Measure	1	
13	Use of progress monitoring data through goal attainment in a targeted area	District-developed	Multiple Levels	OT	Indirect Measure	1	
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16							

etermined Measures

DDMs Extension Request Form

Background: Pursuant to the Comissioner's August 15, 2013 DDM memorandum, Districts may request a one-year extension of the time to implement DDMs for specific grades/subjects or courses for which DDMs have not yet been identified. Requests will be reviewed on a district-by-district basis, and will be conditioned on ongoing district progress in implementing DDMs and a clear plan for utilizing the extension (which districts will explain below). Please note that no blanket extensions will be accepted and that acceptance of an extension request is not consideration of a delay, pause, or moratorium on implementation of the educator evaluation system.

Instructions: *Complete the table below to request an extension. Each row will represent a unique extension request. Districts requesting an extension for a grade span within a subject area may do so in a single row (e..g, 6-8 physical education).* ***Enter only one extension request per row.***

	Grade(s)/Subject or Course	Describe how the labor-management working group will engage educators to use the additional year to research and pilot potential DDMs for each grade/subject or course for which the district is seeking an extension.	Comments	*ESE Use Only* Extension Request Granted (Y/N)?
1	Business Manager	A new Business Manager has been hired in the Auburn Public Schools and will be joining our team on July 1, 2014. Upon his arrival, I will request that he create/select a minimum of two DDMs and will submit those to DESE in the fall.		
2	A review is requested again in the fall	Although DDMs have been submitted - to the best of my knowledge - for all pertinent educators, I respectfully request that we be granted the opportunity to revisit these in the fall, potentially requestiing an extension for a small number of them, should the need arise. Thank you.		
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